



*Celebrates and presents:*

**3<sup>rd</sup>**

**Anniversary Special Edition**



# Foreword:



**Ms. Rajshree Pathy**  
**Chairperson**  
**CII Southern Region**

I am pleased to applaud the completion of 3 years of IWN!

The phenomenal growth of IWN across the Southern Region and its inclusiveness within all CII mainstream activities is a reflection of the leadership and commitment of the IWN Members. The significant interventions from health talks, medical camps, programmes on personal effectiveness, leadership development, mentorship workshops, work career development and policy initiatives have played a large role in the development of women's empowerment. IWN is a very active network for creating gender parity and to assist women to face challenges with confidence and self-worth and maintain a healthy work life balance! The tangible and intangible impact created by these initiatives is of immense value not only to women, but to the society at large.

I would like to congratulate the IWN leadership for effectively driving the initiatives during these early years and I am confident that IWN will grow in all aspects into a National CII initiative.

Thank you.



**Ms. Suchitra Ella**  
**Immediate Past Chairwoman**  
**IWN Southern Region**

It is indeed a very important milestone for IWN to be completing three years from its launch in Jan 2013! I still fondly recollect the early years when the CII SR steering committee was brainstorming the key deliverables of an organization for women. We referred to many organizations across the globe to understand the areas where we could initiate & enable engagement for career women. We conducted a survey to understand the challenges & gaps existing in an environment that was still nascent in terms of having a strong platform for sharing, learning, enabling & networking. IWN was thus founded to provide the much need support mechanism with focus areas of Learning & Development, wellbeing & policy advocacy. Since 2013, IWN has been established in all the southern states & also has spread to the other CII regions across the country impacting several working & entrepreneurial women. I am confident that this network will soon mark its presence in all states through the active involvement & support of the CII. I wish IWN all the very best to grow further in the years to come, become a recognised organisation globally and achieve its founding objectives.

Thank you and regards.

# ...continued:



**Dr. R Nandini**  
**Chairwoman**  
**IWN Southern Region**

Dear Members,

I am pleased to communicate with you through this special edition of the IWN e-newsletter on its third anniversary.

CII's initiative to create an organisation exclusively focused on career women has paved the way towards creating a focused network to deliver value added services for professionals in corporates, entrepreneurs, students, faculty from academic institutions and independent professionals. I would like to extend my heartiest congratulations to the state leadership and to all members on IWN's 3rd anniversary. It gives me immense pride to say that through IWN's many diverse initiatives not only has it provided a learning platform but also offered a growing career curve for its members. Personally it has been a pleasure chairing this unique network which is constantly developing to cater to the various issues and provide solutions to the woman professionals of today.

I would like to thank our valuable member base that makes us what we are today. I look forward to seeing IWN scale up to greater heights in the years to come with the principle of 'women matter' at our very foundation!

Thank you.

# The History of IWN

**Indian Women Network** an initiative by CII Southern Region was ideated in 2012 and the organization was launched in **January 2013** after many rounds of intense deliberations by the Steering Committee and a brief survey done among corporate on the key stakeholders and deliverables of an organization **for women by women**.

While constituting IWN we referred to the following various organizations across the globe to understand the fields where we can make a difference:

- The Council of Women World Leaders- Washington, DC
- Federation of Asia-Pacific Women's Associations- Washington, DC
- Soroptimist International, Cambridge, UK
- Women Achievers Association, Lithia Springs, GA
- National Commission for Women -India



CII thus launched **The Indian Women Network (IWN)** on **23rd January, 2013**, for Career women, Professionals, Faculty & Students who are **ambitious, dynamic & focused!**

To deliver value added and need based intervention with the members, IWN focuses on the following 3 task forces :

Learning & Development



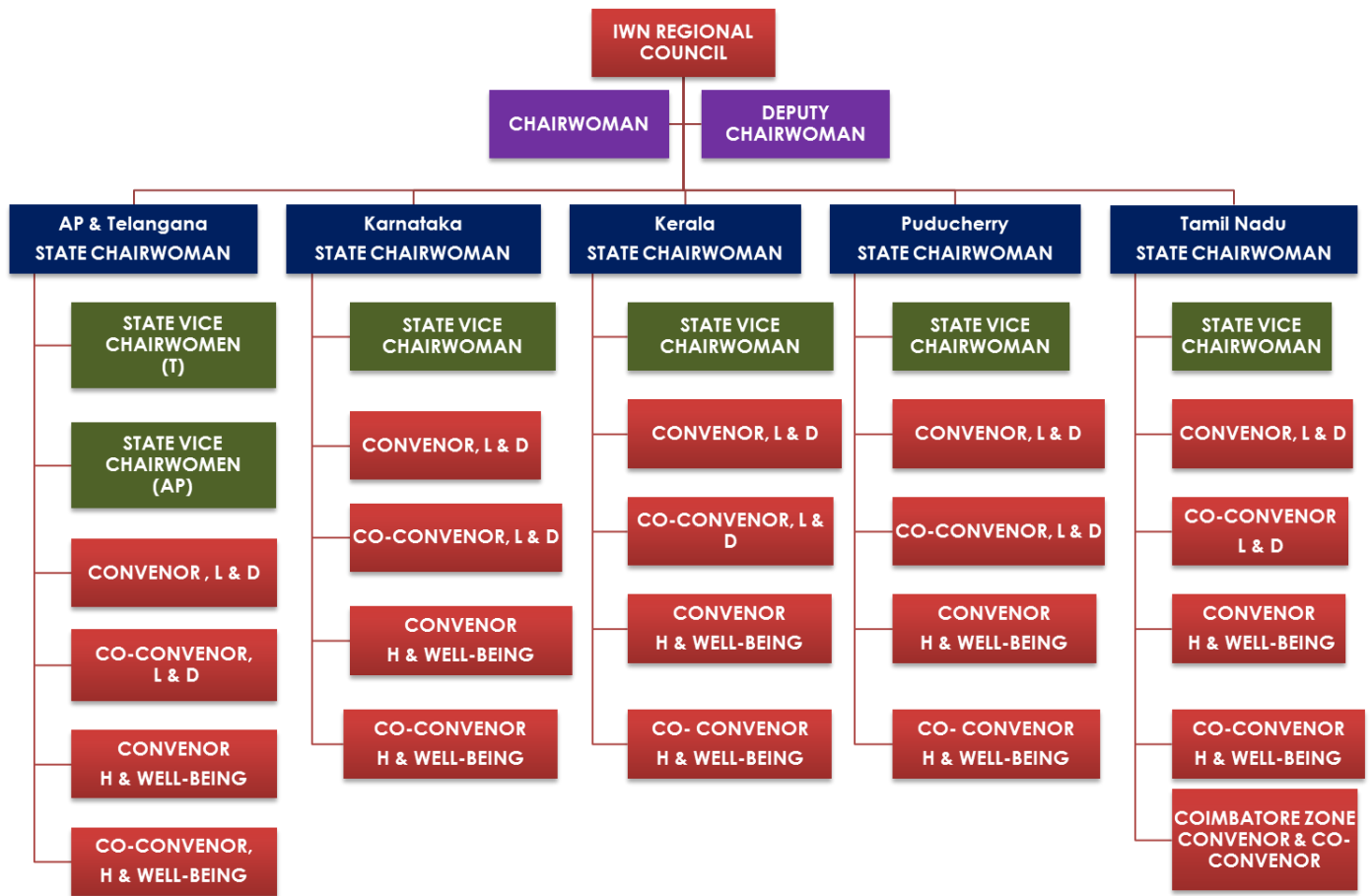
Policy & Advocacy



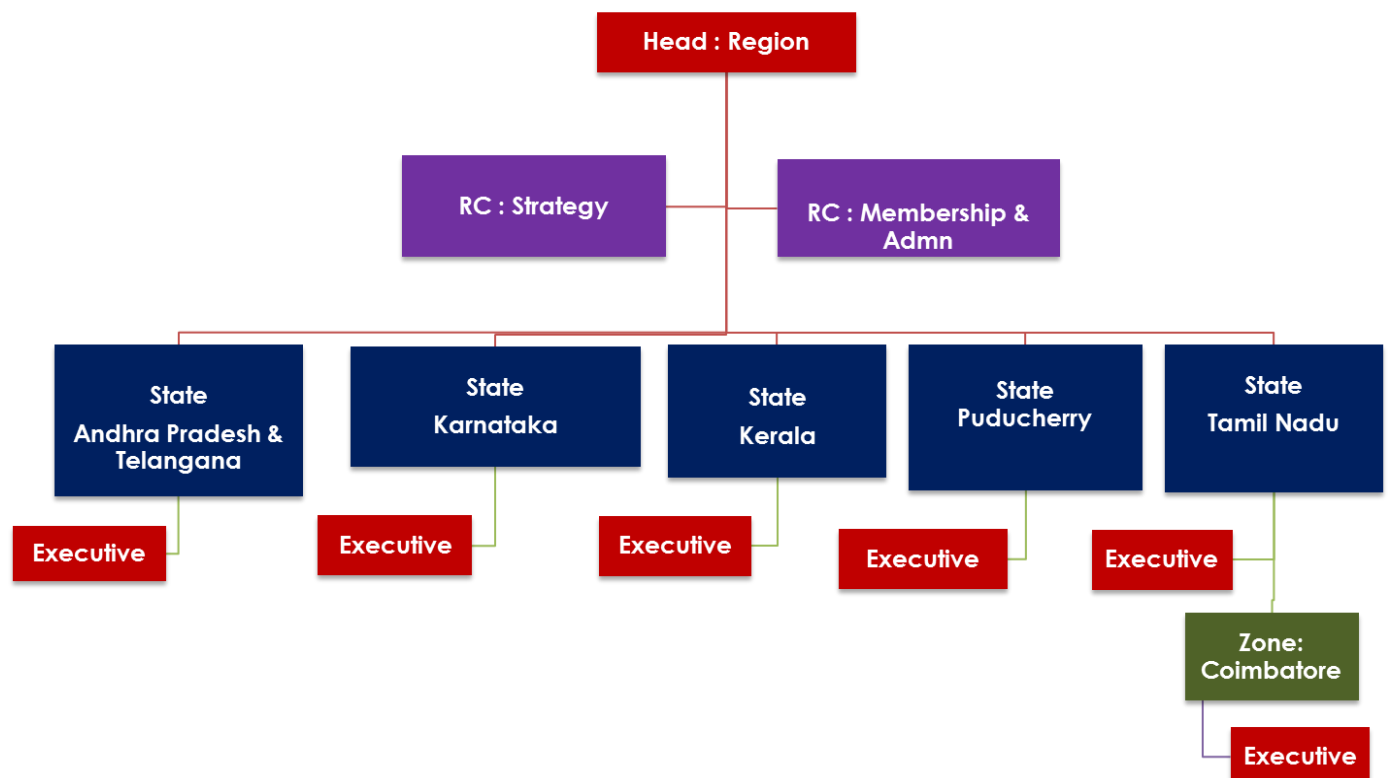
Health & Wellbeing



# IWN's Organogram



# IWN's Secretariat Organogram



# IWN Southern Region Membership

IWN has had the privilege of working closely and providing its value services to its extremely rich and diverse member base consisting of:



CORPORATES



EDUCATIONAL  
INSTITUTIONS

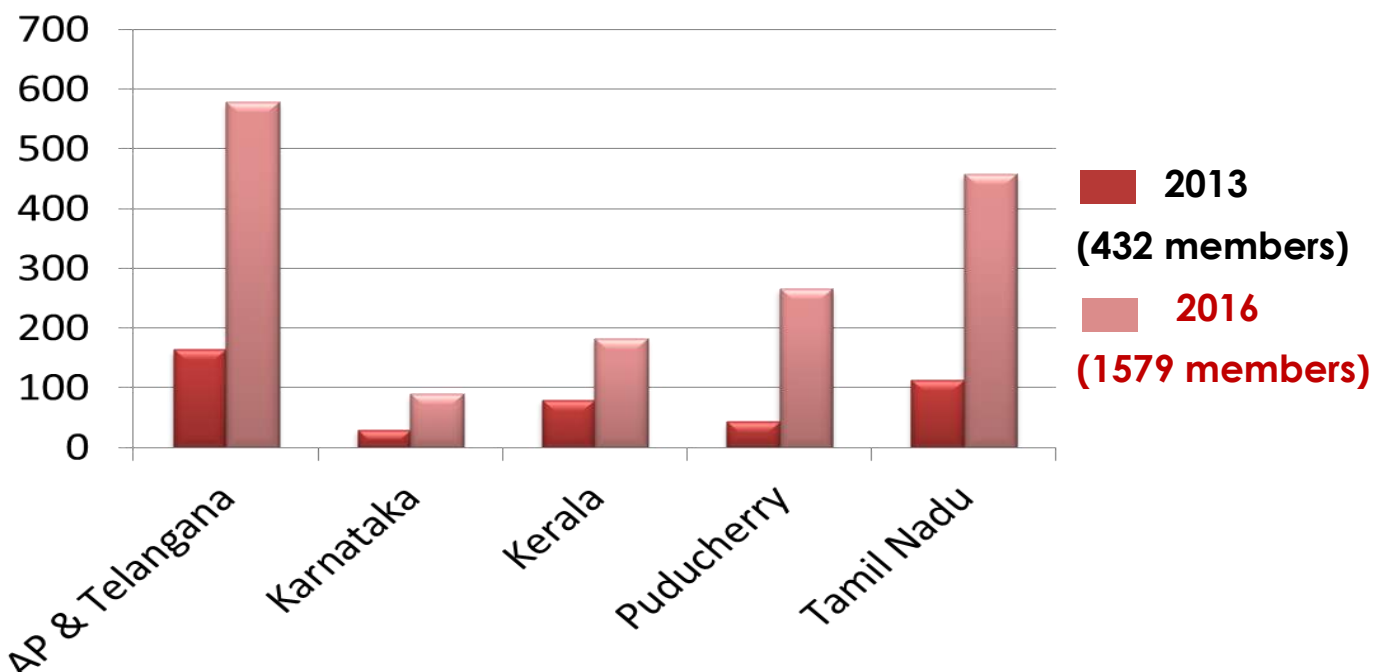


ENTREPRENEURS

## Membership then

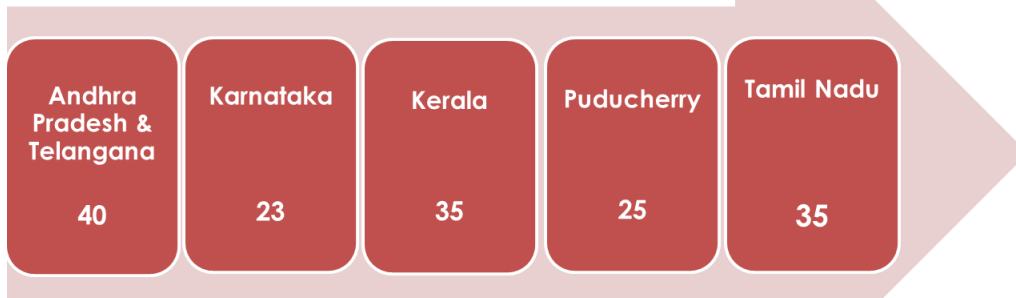
At the time of inception IWN had a member base of **432** members across all states of the southern region which includes women professionals from the corporates, educational institutes, and independent entrepreneurs. We take pride in mentioning that currently we have **1579** members across all states of the southern region.

## Membership now





# IWN Learning & Development Update



**158  
Events**

IWN's **Learning & Development** task force has conducted **158 events** across all states of the Southern region. The events covered various sessions and workshops on themes that have promoted and supported women professionals

## CORPORATES

Freshers  
Middle Management  
Senior Management

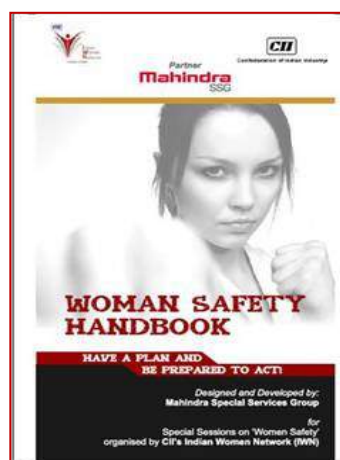
## ENTREPRENEURS

## EDUCATIONAL INSTITUTES

Faculty  
Students

## IWN Southern Region: Special Session on Women Safety

**Mahindra**  
SSG



# IWN Participation in International Events

CII HIDA Training Programme on Empowerment for Women Leaders in India: 17-21 Nov 2014 : Japan



International Conference on Gender Equality 12-14 Nov 2015 :Trivandrum



4th Gulf Cooperation Council (GCC) - India Industrial Forum 18-19 Nov 2015 : Jeddah





# IWN Policy & Advocacy Update

## Activities

Workshops on **Prevention of Sexual Harassment Act** were conducted in the southern states in association with **Kochhar & Co.** and **Fox Mandal**. Workshops on **Internal Complaints Committee** are scheduled in the southern states in association with **Shardul Amarchand Mangaldas**.

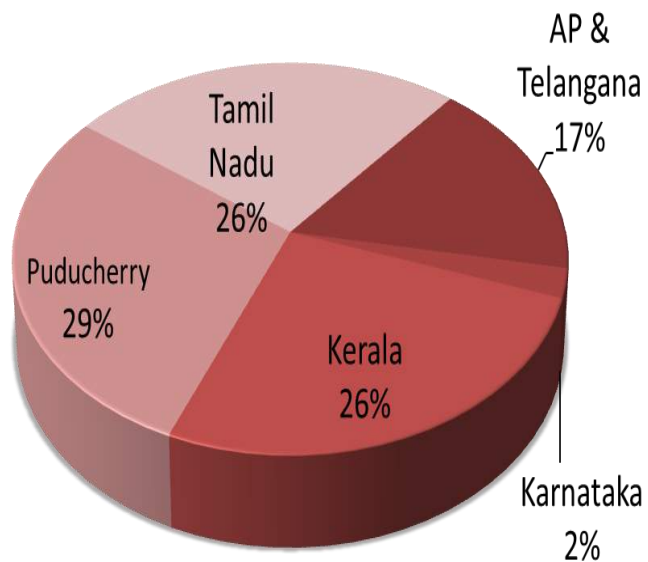


Shardul Amarchand Mangaldas

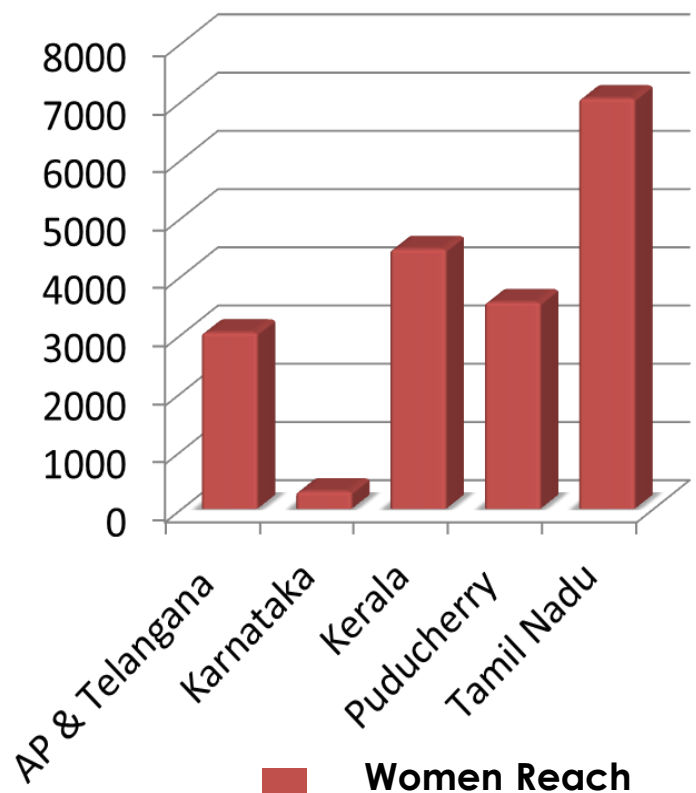


# IWN Health & Wellbeing Updates:

## Health & Wellbeing Events



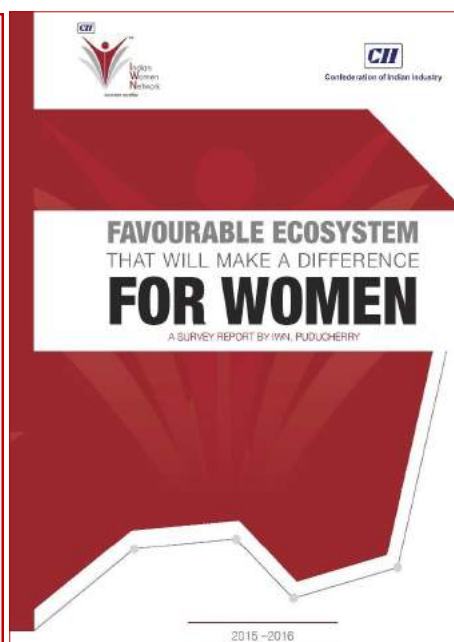
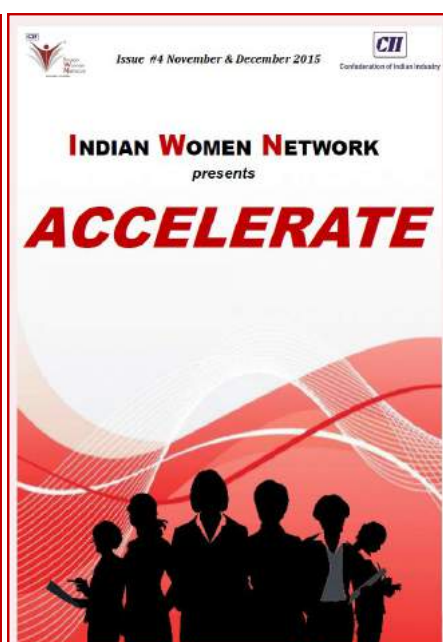
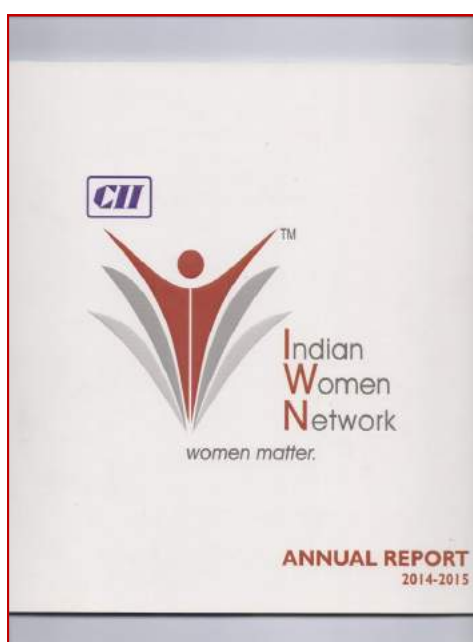
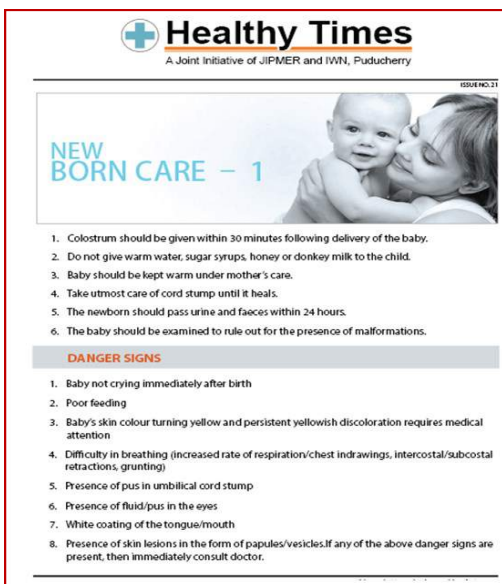
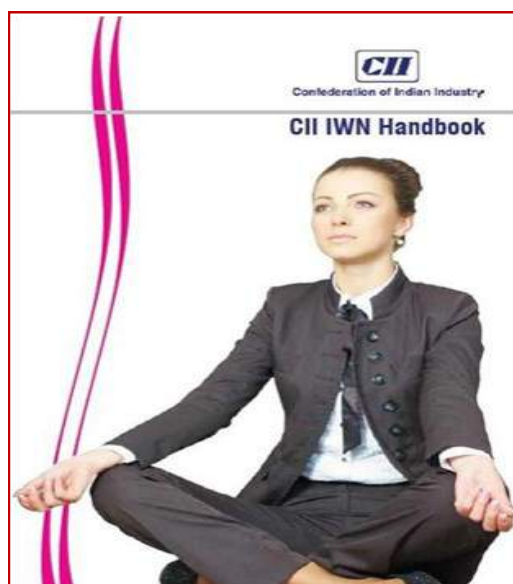
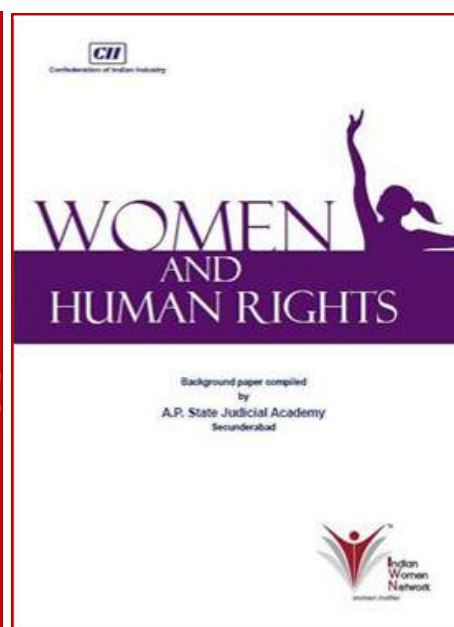
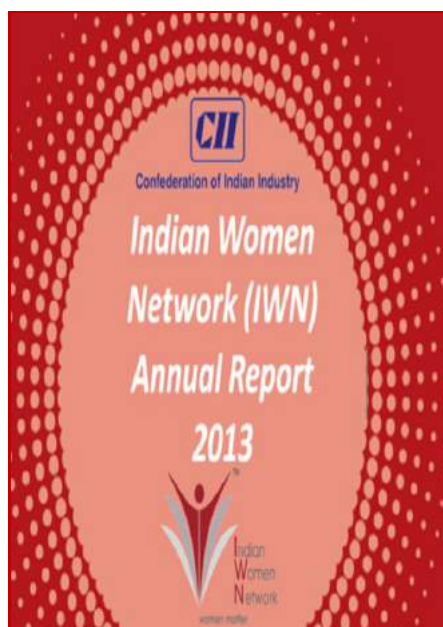
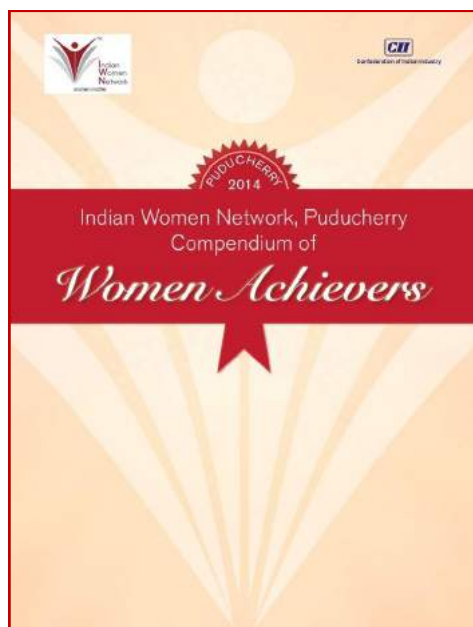
## Women Reach



At IWN we understand that the well being of the woman is extremely important for her to sustain her professional life. We take immense pride in being associated with its **Health & Wellbeing Partners**. In collaboration with our well being partners we have successfully conducted **208** events and have spread awareness and knowledge



# IWN Communication





# Down Memory lane.....





# Messages from IWN Members

"I have gained immensely in terms of being able to connect and network with prominent personalities, exchange ideas and contribute to the betterment of organization, students, community and society at large. It has been extremely enriching to be part of a dedicated team, with a purpose under the leadership of Dr Nandini Rangaswamy."

**Dr.Githa Heggde, Co Convenor, L & D IWN Karnataka**

"I have benefited from IWN by way of networking with women from various walks of life. Also I have learnt a lot from various sessions on health ,education , law etc."

**Ms. J Jeyabharati, IWN Coimbatore**

"IWN Puducherry is a team of wonderful sweet hearted women entrepreneurs who are highly qualified with contagiously splashing levels of energy and enthusiasm. Its not far from exaggeration that association with IWN stands a mile stone in my life."

**Ms. KavitaParna S, IWN Puducherry**

"I would like to say that IWN is really a breath of fresh air. I have met other women colleagues in various positions and walks of life , and I have had opportunities to listen to many perspectives which enrich my learning."

**Ms Florence MacDonald, IWN Chennai**

"IWN has paved my way to a new world of opportunities, learning and growth. A platform to network with like-minded professionals and build relationships, IWN has benefited me tremendously both professionally and personally. As an entrepreneur looking to springboard my company to the next level, IWN has helped me to connect with an investor, and I am excited about expanding my business to the next phase of growth."

**Ms Rina Vivekanandan, Chairperson, IWN Kerala**

"I am always excited about the STARTREK Power Talks at IWN. It's a great idea to have a platform where we get to interact with successful people in there own respective spheres and learn from their story from them itself!"

**Ms. Srilekha M  
IWN Telangana**

"I suggest mentoring is the cornerstone of many professional organizations when it comes to working with younger members. You may never get in the room with someone at the top of your field, for a very long time. But professional organizations like IWN have the ability to and could pair members with someone much more experienced."

**Ms. Baby  
IWN Kerala**

Do visit us on  
**[www.indianwomennetwork.in](http://www.indianwomennetwork.in)**



*For feedback/ advertisements in this  
e-newsletter, please contact:*

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